

FOR U.S. EMPLOYEES ONLY



THE FOLLOWING INFORMATION IS FOR U.S. EMPLOYEES ONLY

## Your Career

At Incyte, our most valuable asset is our employees. To help support our employees throughout their careers, we strive to offer a complete and generous compensation and benefits plan that helps employees create a proper work/life balance.

## Benefits-at-a-Glance

At Incyte, you receive an expansive benefits package aimed at helping you and your family maintain a healthy lifestyle, achieve a proper work/life balance, manage your finances, plan for retirement, and live a less stressful life.

Some of our many employee benefits include a comprehensive health plan and vision care plan, 401(k) with a Roth 401(k) feature, Employee Stock Purchase plan, and more. Incyte offers full time and part time employees, regularly scheduled to work 20 hours or more per week, coverage on the first day of employment. Dependents are also covered, including an eligible spouse or domestic partner and children up to age 26.

## For Your Health and Welfare

Get the right tools and services to manage your health proactively, including a range of comprehensive medical, dental and vision plans. Incyte pays 100 percent of the cost for medical insurance for its employees working 30 hours or more per week and 95 percent for eligible dependents. For part time employees regularly scheduled to work 20 to 29 hours per week, Incyte pays 95 percent of the cost for medical insurance and 90 percent for eligible dependents.

**Medical Insurance:** Depending on where you live, we offer two plans through Aetna: a Preferred Provider Organization (PPO) and a Managed Choice Point-of-Service (POS). Regardless of what option you choose, you are covered for a wide range of medical services, including preventive care, hospitalization, doctor visits, surgery, emergency care and pharmacy benefits. Both plans offer preventive care services and office visits utilized by preferred providers with only a \$10 co-pay, as well as pharmacy co-pays of \$5 for generic drugs and \$10 for brand name drugs.

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**Maven Family Building through the Aetna® Enhanced Maternity Program™:** You have 24/7 access to providers and content through Maven's digital platform to support you throughout your reproductive health and family building journey, at no cost.

Adoption/surrogacy reimbursement lifetime benefit of \$5,000 through the Maven Wallet, an easy-to-use digital tool that helps track reimbursable family-building costs.

Maven Milk is in support of our business-traveling employees. Maven Milk allows moms to ship, or tote refrigerated breast milk home to their baby.

**Dental Insurance:** We provide comprehensive dental coverage through the Aetna Dental Freedom-of-Choice Plans in which you can choose between two dental plans - Preferred Provider Organization (PPO) and Dental Maintenance Organization (DMO). With the Freedom-of-Choice plans you can switch from one plan to another any time during the year. Preventive care is covered at 100 percent under both plans with restorative and major restorative care coverage from 50 percent to 100 percent up to an annual maximum. Our plans also offer orthodontia benefits to both adults and children.

**Vision Care Insurance:** Vision Service Provider (VSP), the nation's largest provider of eye health services, covers eye exams, lenses, frames and contact lenses. Co-payments and limits vary for service type.

**Flexible Spending Account Plans:** You can place up to \$3,200 annually in a pre-tax health care account to cover eligible out-of-pocket health care expenses. You may also contribute up to \$5,000 annually for payment of eligible dependent care expenses such as child care and care for an incapacitated adult dependent.

**Commuter Benefit Reimbursement Accounts:** By participating in the Commuter Benefit Plan, you can pay for qualified workplace mass transit and parking expenses with tax-free contributions that you make to the plan. The IRS limit for Qualified Mass Transit & Parking is \$315/month.

**Employee Assistance Plan (EAP):** This program provides confidential professional assistance to employees and their eligible dependents in dealing with personal problems that might influence health, well-being and work effectiveness. Services for employees and their dependents include five free confidential counseling services available 24/7, financial and legal consultations as well as eldercare and child-care referrals.

**Health Advocacy Services:** This program provides assistance with resolving healthcare related claims or billing issues; finding the right physician or hospital, scheduling tests and appointments and coordinating second opinions.

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**Wellthy Caregiver Concierge Service:** This service provides best-in-class expertise and support to help families manage and navigate financial, medical, legal, in-home, housing, and social/emotional support in any capacity, big or small for aging, childcare, health conditions, special needs, mental health, veteran support, and financial hardship.

## Personal Protection

Peace of mind is important to everyone. That is why Incyte offers employees life insurance and disability benefits at no cost to you. We also offer access to a group legal plan and pet insurance.

**Disability Coverage:** The Incyte disability plans provided through Unum are designed to replace a portion of your income should you become disabled. Our short-term disability (STD) program replaces 66 2/3 percent of your base earnings up to a weekly maximum of \$4,615 for up to 180 days. The long-term disability (LTD) coverage replaces 66 2/3 percent of your earnings, up to \$20,000 per month, generally for the duration of your disability.

Unum Individual Disability Insurance is available to supplement your long-term disability coverage and protect a higher percentage of your income, up to 75% of eligible income, to a maximum monthly benefit of \$10,000. This is a fully portable benefit.

**Term Life + Long-term Care Insurance:** Long-term care includes custodial care needed to perform normal activities of daily living such as transferring, eating, bathing, or getting dressed.

**Life Insurance:** We provide basic life insurance and AD&D protection equal to two times your base salary (up to \$1,000,000 for each benefit) at no cost to you.

In addition, supplemental life, voluntary AD&D, dependent child and spousal life insurance plans are available through Unum at competitive group rates.

**Group Legal Services:** Discounted legal services, including telephone advice and office consultations, are offered through an extensive network of attorneys.

**ID Theft Assistance Insurance:** Incyte makes available to employees at no cost, credit-monitoring services through IdentityForce. Dependent coverage is available through voluntary election.

**Pet Insurance:** Employees may select from different discounted insurance packages for dogs, cats, birds and other animals to cover medical and preventive care services.

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### Your Financial Future

Incyte offers a 401(k) Plan designed to help you save for retirement and other important financial goals. You may also participate in our employee stock purchase plan which allows you to buy Incyte stock at a discount. We even offer free educational seminars on a variety of subjects throughout the year to help you plan for your future.

**401(k) Plan:** Managed by Transamerica, you may contribute any amount of your eligible compensation to the 401(k) Plan (up to IRS limits). You can elect to make these contributions as either salary deferral contributions (pre-tax) or as Roth (after-tax) contributions, or both. For those ages 50 and over, a catch-up contribution is available.

Incyte matches employee contributions 100 percent up to the first 6 percent of base compensation contributed by the participant subject to IRS limits. Employees are 100 percent vested in the company match and Incyte pays for all plan administration fees. You can choose from a variety of investment funds.

**Employee Stock Purchase Plan:** Employees may contribute 1 percent to 10 percent of eligible salary to purchase Incyte stock at a 15 percent discount (subject to applicable regulations).

### Time Away From Work

Take time off work for vacations, holidays, personal, volunteer time, sick time, military and personal leaves of absence.

**Holidays:** Fourteen holidays are offered per year (including an annual winter shutdown).

**Personal Time:** One paid personal day of your choice is available to you per year.

**Community Service Program:** One paid volunteer time off day is available to you per year.

**Paid Time Off (PTO):** Employees receive up to four weeks paid time off per year through four years of service; five weeks for year five through nine; and six weeks for year ten and beyond.

**Leaves of Absence:** Incyte provides up to ten weeks of paid leave to employees who are the primary caregivers of a newborn or adopted/foster child following the birth or placement of an employee's child. An employee, who is not the primary caregiver, will be granted up to four weeks of paid leave. Unpaid leave may be provided for adoption, family care, medical conditions, military, parental care or personal leave.

**Leave Sharing Program:** allows employees to donate their PTO to a general pool. Eligible employees who have exhausted all accrued PTO and have a family member, who has experienced a catastrophic illness, can request donated PTO.

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### Additional Benefits

Below is just a partial list of the "extras" we offer as part of our Incyte culture:

**Concierge and Errand Running Services:** Leverage Concierge provides unlimited, complimentary, virtual personal assistance to help you save time, money and stress. Employees and all family members, are eligible to utilize concierge services such as:

- Vacation and travel planning
- Home and car repairs
- Child, elder and pet care
- Entertainment and sporting events
- Spa recommendations
- Restaurant reservations
- Event planning
- Holiday assistance
- Discounted tickets, flowers and gifts
- Errand running (with a small copay)

**Tuition Reimbursement:** is intended to assist employees in pursuing a degree, certification or other training that is related to the business and might lead to future opportunities within Incyte. The program is available to regular, full-time employees working 30 hours or more and has a limit of up to \$5,000 per calendar year for bachelor's degree, up to \$8,000 per calendar year for masters and up to \$10,000 for a doctorate degree.

**Anniversary recognition awards:** for 1, 3, 5, 7, 10, 15, 20 and 25 years of service at Incyte.

**Flu shots:** are offered annually onsite through Pivot.

**Employee Events:** include Bring Your Daughters and Sons to Work Day, holiday party, employee contests and various celebration events throughout the year.

**Employee Discounts:** a variety of discount programs on goods and services are available to Incyte employees through our preferred relationships with vendors including gym memberships, admission to theme parks, museums, theatre/sporting event tickets, discounts offered by local businesses and new vehicles through the Ford X-Plan Partner Recognition program and student loan refinancing through SoFi.

**Break Rooms:** with complimentary coffee, assorted teas, hot chocolate, filtered water, sodas, juices and fresh fruit are available at all times.

**On-Site Café:** Incyte subsidizes 50% of all meals. Breakfast and Lunch made fresh on-site.

We also offer health and wellness seminars, health fair, onsite fitness classes, valet dry cleaning services, weekly on-site car wash service and more.